

**Memorandum of the Meeting  
Regular Study Session  
Twenty-Seventh Town Council of Highland  
Monday, October 15, 2012**

The regular study session of the Twenty-Seventh Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Metropolitan Police Ridge Road, Highland, Indiana, in the council meeting room on Monday, October 15, 2012 at 7:20 o'clock p.m.

**Silent Roll Call:** Councilors Bernie Zemen, Mark Herak, Brian Novak, Konnie Kuiper, and Dan Vassar were present. The Town Clerk-Treasurer, Michael W. Griffin, was present to memorialize the proceedings. A quorum was attained.

*Also Present:* Mario Martini of the Municipal Plan Commission and the Advisory Board of Zoning Appeals; and Katy Dowling, Deputy Clerk-Treasurer were also present.

**General Substance of Matters Discussed:**

1. The Town Council discussed the Fire Department inquiry regarding an inflatable special rescue boat, seeking an additional appropriation in the amount of \$8,500. The discussion included a discussion of whether an aluminum boat should be disposed if the inflatable boat is acquired.

The discussion included whether the two boats may be specialized sufficiently to require keeping both as not having overlapping utility. It was allowed that the matter should be brought to the Town Council for its authorization.

2. The Town Council discussed the current practice in which NIPSCO may be engaged in some construction or repair in town and the absence of a permit or a notification to the municipality. It was noted that Councilor Herak has discussed this matter with the Building Commissioner.
3. The Town Council discussed the request of the Public Works Director for an amendment to the Wage and Salary Ordinance regarding the position of Utility Technician. The Council determined that the matter should be taken up at the Town Council meeting of Monday October 22.

Section 9 (b) of the Wage and Salary Ordinance currently reads:

Utility Technician ( 2 )	<u>Starting:</u>	<u>Incumbent:</u>
This base rate shall be modified as follows:	\$15.45	\$15.45 per hr.
w/ Commercial Drivers License add	\$ 0.52	\$ 0.52 per hr.
w/DSL Operators' License add	\$ 1.05	\$ 1.05 per hr.

The Public Works Director seeks an amendment to change the above to read as follows:

Utility Technician ( 2 )	<u>Starting:</u>	<u>Incumbent:</u>
This base rate shall be modified as follows:	\$15.45	\$15.45 per hr.
w/ Commercial Drivers License add	\$ 0.52	\$ 0.52 per hr.
w/DSL Operators' License add	\$ 1.05	\$ 1.05 per hr.
<b>w/CT Operator's License add</b>	<b>\$0.26</b>	<b>\$0.26 per hr.</b>

4. The Town Council President indicated that he wished to have some meetings with residents in the area raised by Mr. and Mrs. Goodson of 3221 Grand Boulevard, Highland, in order to better respond to this matter. The Town Council also discussed scheduling this matter for another study session for focused attention. No further discussion was undertaken at the meeting.
5. The Town Clerk-Treasurer and the Deputy Clerk-Treasurer presented the renewal status of the group health insurance for the municipal employees and the Clerk-Treasurer for FY 2013. It was reported that the plan, underwritten by United Health Care, in which the deductible for single person were \$250 and for a family \$500, was eliminated and will no longer be offered in 2013 or thereafter. The Clerk-Treasurer further explained that beginning in FY 2013, the IACT Medical Trust would be instituting premium increases that were participant specific. The "banding technique", which will adjust premiums based upon the extent to which a particular participant's premiums met the cost of claims (Cumulative Loss Ratio Adjustment) and an adjustment based upon what the market place might place upon the premiums for the product. (Market Based Renewal Adjustment). Participants with less than 18 months in the trust, would be assigned a general increase, which for 2013 is 7.5%.

It was reported that the final rate adjustment for the Town of Highland will be 4.5% for 2013. A review of the premiums and changes in co-pays was presented as follows:

	<u>Group Health Plan 2012</u>	<u>Group Health Plan 2013</u>
	<i>Premiums</i>	<i>Premiums</i>
EE Only	\$ 595.40 mo.	\$ 621.75 mo.
EE & Spouse:	\$1,190.78 mo.	\$1,243.47 mo.
EE & Child:	\$1,131.25 mo.	\$1,181.04 mo.
Family:	\$1,726.63 mo.	\$1,803.04 mo.
	<i>Deductibles</i>	<i>Deductibles</i>
Individual:	\$250.00	\$ 500.00
Family:	\$500.00	\$1,000.00
	<i>Out of Pocket Max</i>	<i>Out of Pocket Max</i>
Individual:	\$1,000.00	\$2,000.00
Family:	\$2,000.00	\$4,000.00
	<i>(each includes the deductibles)</i>	
	<i>Co-payments</i>	<i>Co-payments</i>
Office visit:	\$ 20.00	\$ 25.00
Urgent care:	\$ 50.00	\$ 75.00
Emerg. Room:	\$100.00	\$125.00
Inpatient Hosp.:	20%	20%
	<i>Prescription Co-payments</i>	<i>Prescription Co-payments</i>
Tier 1:	\$ 5.00	\$10.00
Tier 2:	\$15.00	\$20.00
Tier 3:	\$30.00	\$40.00

In all other respects, the plan will remain identical to its current provisions.

*Wellness:* The Town Council and the Deputy Clerk-Treasurer discussed the policy preference of the Town Council regarding requiring all insurance covered workers to comply with a requirement to have an annual preventative medical examination. The Town Council allowed that while the policy still needed to be amended into the proper ordinance, there was no on detraction expressed for this approach.

6. The Town Council President recounted his recent attendance at the Indiana Association of Cities and Towns Conference and his attendance at a workshop regarding municipal "wellness" programs. He noted that he perceived that Highland had more of a program in place than many other municipalities in Indiana.

The Town Clerk-Treasurer also commended the Deputy Clerk-Treasurer to the Town Council for her taking on the Wellness program for the municipality. He further commended her in that all of her assigned duties as the Deputy still were done without derogation. The Town Council members expressed appreciation for her work.

7. The Town Council and the Clerk-Treasurer discussed the possible appointment of Mark Schocke, a resident who made application for an appointment to a board or commission. The discussion noted that Mr. Schocke was an attorney. It further noted that current plan commissioner, Greg Cieslak, was an engineer. It was still further noted that there were two vacancies on the Board of Sanitary Commissioners, one from the death of Thurm Ferree and one due to the resignation of Jay Shelton.

The discussion explored the possibility of perhaps asking the Town Council President to appoint Mr. Cieslak to the Board of Sanitary Commissioners, and placing Mr. Schocke on the Plan Commission from the seat vacated by Cieslak.

8. The Town Council discussed that owing to possible actions of the General Assembly removing personal property from the tax base and eliminating franchise fees currently paid to the cities and towns by the cable providers, to consider the merit of either alone or with other cities and towns to commission or engage a lobbyist. No consensus emerged.
9. The Town Council discussed the inquiry of Councilor Vassar regarding what he understands to be an increasing encroachment into the public way by Arzumian's Nursery and Landscaping, located at 8210 Indianapolis Boulevard, which is the site where an INDOT reconstruction project was underway, a key feature of which includes the lowering of a bridge at that location as well.

The discussion included a concern about the undesirable aesthetic effect of seeing the nursery as currently maintained as part of the entrance to the Town of Highland. It was further discussed whether some steps be taken to urge INDOT to enforce the preservation of the public way and reverse the encroachment, or to erect some barrier that would turn back the encroachment as well as hide the site of the nursery. Councilor Vassar indicated that absent an objection by members, he would be working with the Public Works Director and the Building Commissioner to remedy this issue.

10. The Town Council discussed the request of the Highland Community Foundation made to the Highland Sanitary District to make certain drainage improvements to the site of a parcel, located at the southeast corner of Fifth Street and 45<sup>th</sup> Street, to which the Parks and Recreation Department is now serving as a the lessee with BP Amoco as the lessor for a period of 99 years. The discussion included whether public money could be expended on the property without outright municipal ownership.
11. The Town Clerk-Treasurer and the Deputy Clerk-Treasurer discussed with the Town Council its concern over a recent processing anomaly in which property that was being sought pursuant to a tax sale by the Sanitary District was contemporaneously experiencing an enforcement action under the Unsafe Building Law, by the Building and Inspection Department. While understood to be filed and recorded timely, somehow the unsafe building law lien did not get communicated the County Treasurer's office, and so the property was obtained by the Sanitary District without also having to pay the Unsafe Building charges imposed by the lien. The Clerk-Treasurer and the Deputy

Clerk-Treasurer inquired if the Town Council would have any objection if the Council Liaison communicated its favor regarding the Sanitary Board to pay the amount it would have (should have paid) but for the anomaly provided, there is no audit exception. It was noted that the Town Council supported the recovery of the charges for the Building and Inspection Department and that the Liaison would be authorized to communicate this outlook to the Board of Sanitary Commissioners.

There being no further business to come before the Town Council, the special study session of the Town Council, of **Monday, October 15, 2012**, was adjourned 8:10 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA  
Clerk-Treasurer